WorldatWork

GR4 Exam

Base Pay Administration and Pay for Performance

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Question 1. (Single Select)

What is a key component for determining the number of pay grades for a given organization?

A: The number of responsibility distinctions evident in the organization
B: The number of hourly employees in the organization
C: The education level of the supervisors/managers in the organization.

Correct Answer: A

Question 2. (Single Select)

What best describes an objective of a base pay structure?

A: To assist in developing a job worth hierarchy
B: To help to achieve organization objectives
C: to aid in the preparation of job descriptions

Correct Answer: B

Question 3. (Single Select)

Which of the following is an accurate statement regarding the job content approach to pay structure development?

A: After the point system is established, the continuum approach or pay structure approach can be used to develop the pay structure.
B: External market pricing or competitiveness takes priority over job equity.
C: The market pricing and slotting is highly responsive to market changes.

D: With this particular method, no job evaluation points are assigned.

Correct Answer: A

Question 4. (Single Select)

When developing a base pay policy line, it is most important to reconcile it with which of the following?

A: The consumer price index (CPI)
B: The rate of inflation
C: The compensation strategy
D: The base pay policy lines of local competitors

Correct Answer: C

Question 5. (Single Select)

Which of the following is a reason to adopt broadbanding?

A: To support a highly centralized culture
B: To support a flatter organizational structure
C: To emphasize the importance of being promoted to the next level within a job hierarchy
D: To increase number of ranges within the organization

Correct Answer: B

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